



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

August 15, 2005

To: Each Supervisor

From: Michael J. Henry
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of August 11, 2005. Please keep in mind that this information changes daily and, therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, we have taken disciplinary actions against 269 employees at KDMC. Of this number, 135 actions have resulted in discharges, releases or resignations. A total of 36 disciplinary actions have been taken against physicians and 27 physicians have been discharged or resigned. Our open caseload is currently 105 (detailed summary information is contained in Attachments I and II). Since our last report, we have closed 10 cases and have opened 12 additional cases.

Additionally, this is to inform you of the following:

- Operating Room/Non-Authorized Visitor: Our investigation is completed and we will have a final determination on the level of discipline by August 19, 2005.
- Cardiac Care Unit: The interview portion of our administrative investigation has been completed. We expect to have a final review of other technical elements of the investigation and a decision on the level of discipline by August 31, 2005.
- Dialysis Case: The interview process is nearly complete. We expect to have all interviews completed by August 31, 2005, due to additional allegations.

RECRUITMENTS

Selection interviews of the three most highly qualified candidates for the Chief Executive Officer (CEO) have been held with Dr. Garthwaite and selected representatives of the KDMC Hospital Advisory Board. An offer of employment has been made to one of the candidates and negotiations are in process. In addition, selection interviews of the most highly qualified Chief Nursing Officer (CNO) candidates with representatives of Navigant Consulting and DHS have been conducted. One of the CNO candidates has declined an offer of employment and other candidates are now being considered. Also, an Eligible Register for the Chief Operations Officer (COO) position is available for use by the CEO once that position is filled. All of these recruitments are open and the search firms will continue in their efforts to recruit until candidates are appointed.

We continue to aggressively recruit qualified candidates for various nursing management and staff positions. The candidate selected for Clinical Nursing Director II, Perioperative and Women's Services has successfully completed medical and background clearances and is scheduled to start today. KDMC is also considering eligible candidates for Clinical Nursing Director II, Psychiatric Services. Unfortunately, as the result of last week's Los Angeles Times' articles regarding proposed service curtailments at KDMC, four staff nurses who had already agreed to accept positions notified us that they were no longer interested in working at the facility. We are still talking to the candidates in an effort to convince them to accept the positions.

If you have any questions, please call me.

MJH:REB
SBH:ck

Attachments

c: David E. Janssen
Thomas L. Garthwaite, M.D.
Ray Fortner
Violet Varona-Lukens
Fred Leaf
Kae Robertson
Hank Wells

H:KDMCSTATUSMEMO 8-15-05

ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE

Period: 01/26/04 - 08/12/05

Dated: 8/12/2005

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
<u>Formal discipline:</u>						
Discharges	8	0	20	0	12	40
Discharges of Probationers	0	2	5	0	3	10
Suspensions (6 - 30 Days)	2	5	25	3	12	47
Suspensions (1 - 5 Days)	4	6	20	1	11	42
Reprimands	5	1	20	2	8	36
Warnings	1	1	1	3	3	9
Resignations in Lieu of Administrative Action	16	6	20	6	5	53
Release of Temporary Employee	7	0	20	0	4	31
Medical Release	0	0	0	0	1	1
Subtotal	43	21	131	15	59	269

TYPE OF ADMINISTRATIVE ACTION	Medical Staff ¹	Ancillary ² Medical Staff	Nursing Staff ³	Pharmacy Staff	All Other Staff	TOTALS
Non-Disciplinary ⁴ Corrective Actions	18	7	29	42	23	119
Total Actions Taken	61	28	160	57	82	388

¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners² Includes: Surgical Technicians; Medical Technologists; etc.³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

Closed Cases - 528

Open Cases - 105

Referred Cases - 14

Grand Total = 647

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**
Period: 01/26/04 – 08/11/05

Dated: August 11, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>				
Discharges	6	2	0	8
Discharges of Probationers	0	0	0	0
Suspension (6 - 30 Days)	1	1	0	2
Suspension (1 - 5 Days)	3	1	0	4
Reprimands	4	1	0	5
Warnings	1	0	0	1
Resignations in Lieu of Administrative Action	14	1	1	16
Release of Temporary Employee	7	0	0	7
Medical Release	0	0	0	0
Subtotal	36	6	1	43

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	16	1	1	18
Total of Action Taken	52	7	2	61